

Our Side Of The Table

Official Publication Of Librarians Affiliated With The
University Council - American Federation Of Teachers, AFL-CIO

Bargaining Bulletin No. 3

February 15, 1984

1. MEETINGS: The University Federation of Librarians (UFL) Bargaining Committee met twice with the University's bargaining team, January 23rd and 25th, 1984.
2. THE UFL TEAM included Joyce Toscan (LA), Chief Negotiator; Miki Goral (LA), Chronologer; Phil Hoehn (B), UFL Chair; Justine Roberts (SF); Sylvester Klinicke (I); Charlie Shain (B); Barbara Robinson (R); Peter Vigil (D); and Chuck Canniff, Staff Representative, California Federation of Teachers (AFT).
3. ACCOMPLISHMENTS:
 - A. RETIREMENT CONTRIBUTIONS. The University finally gave our bargaining team a copy of the actuarial report which they claimed justified a "reduction in (employee) contributions and an increase in cost-of-living adjustments (for those receiving payments)." They had wanted us to sign off on this report without having seen it, as of December 19, 1983. It was finally dated and available on January 12, 1984. The UFL has now reviewed this report, with AFT actuarial advice, and considers its recommendations to be feasible in the short run.

The second, more important objection of the UFL, was that the University reserved the unilateral right to extend this reduction past June 1984, if the UFL signed a blind, open-ended commitment on a benefit condition which the UFL is legally required to negotiate. The UFL told the University that we wanted to reach agreement on this proposal, if the University would limit the agreement to a finite time, such as June 30, 1984. It could then be renewed by mutual agreement for another period following June 30, 1984. At the December 19, 1983 deadline, however, the University had refused to do this.

Because of our concern for the financial position of the librarians whom we represent, the UFL has now reached agreement with the University so that the reduction in librarian contributions to UCRS, and the cost-of-living increase to retired librarians receiving UCRS payments, will become effective February 1, 1984.

- B. UNIVERSITY BARGAINING PROPOSALS. On January 9, 1984 the University sent the UFL some 21 initial proposals, in response to some 40 UFL proposals presented on December 7, 1983. As is customary in collective bargaining, the University's proposals either codified the status quo, or, in some cases took away limited union rights presently available to the UFL. However, the University did make an interesting proposal of a possible two-tier agreement: the first tier to be a "labor agreement which would adequately protect the salaries, fringe benefits and general working conditions for all librarians in the UFL-represented unit; the second tier to be a separate agreement, outside of the labor agreement, dealing with 'governance issues and professional concerns.'" The University, in proposing this two-tier suggestion, did say that the issues were arguably bargainable. "We (the University) realized that to [agree to a two-tier proposal] we will have to maintain a sense of trust and mutual dependency. . . . Assuming agreement on the issues can be reached, the term of any labor agreement will be short enough so that unit members need not fear any irreparable loss should a breakdown in trust occur."

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on the reverse side.)**

The UFL finds this to be an unexpected and interesting proposal. We have asked the University to bring back language regarding how such an agreement would be enforced when differences arise, using the issue of peer review as an example. We are still mindful of our original purpose of including professional issues in the contract in order to extend and protect the rights of librarians. We are open-minded as to how best to achieve this goal.

- C. **NEW BARGAINING UNIT EXCLUSIONS.** The University has apparently requested that some 25 new exclusions be made from the librarians' bargaining unit, on the grounds of supervisory status. Many, perhaps most of these people have had no change in duties since the time that the Public Employment Relations Board (PERB) initially ruled that they belonged in the unit. PERB had made an initial "compromise" ruling that: (a) recognized the validity of a separate librarian unit--not grouped with other academics--but, (b) recognized virtually every supervisory exclusion that the University had proposed.

In fact, about a third of present UC librarians are designated as supervisory--some 198 out of about 600. This is an excessive amount by any reasonable judgment. The UFL believes that all UC librarians below the AUL rank belong in the unit. That is what PERB, itself, ruled in the California State University System (CSUC) election.

It would appear that unless the University can propose some mutual adjustment of disputed positions, then there would be no alternative to a protracted round of hearings before PERB. The UFL can certainly not voluntarily accept the gradual dissolution of its bargaining unit by successive removal of 25 members today, another 25 or 50 tomorrow, until there is nothing left of the unit.

- D. **FIRST TENTATIVE AGREEMENTS REACHED.** At 4:00 p.m. on January 25, 1984 the University and the UFL signed off tentative agreements on Union Recognition and Dues Deduction. The University said that this was the first such tentative agreement reached among the five bargaining units covering all campuses. Of course, such preliminary agreements wait upon the outcome of a possible agreement on all proposals between the two parties. Further, a tentative overall agreement is still subject to acceptance by both parties: the University through its internal administrative procedures; the UFL through a democratic vote by all members in the librarian bargaining unit, who will be governed by that contract. This is a welcome first step. There is still a long way to go.

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UNIVERSITY FEDERATION OF LIBRARIANS, *affiliated with:*

**UNIVERSITY COUNCIL - American Federation of Teachers
The Union for Faculty, Academic and Professional Employees**

MEMBERSHIP APPLICATION

I wish to join the University Council - AFT, and authorize it to represent me in my employment relationship with the University of California in order to promote my economic and general welfare.

Name (Please print) _____ /Campus _____

Dept. _____ Title _____

Mailing Address _____ City _____ Zip _____

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Signature _____ Date _____

You can either have your dues deducted automatically from your paycheck on a monthly basis or we will send a bill to your home address each quarter and you mail in your dues. Check which you prefer.

- ☐ A monthly payroll deduction (we will send you the UC payroll form to sign)
☐ A quarterly bill (provide your home address)

UC - AFT dues are $\frac{1}{4}$ of 1 percent of monthly gross salary (a minimum of \$4 per month).

P.S. Union dues are tax deductible.

Please return this form to:

UNIVERSITY COUNCIL - AFT
122 Cypress
Santa Ana, CA 92701
(714) 542-0101

4. FUTURE MEETINGS. The next scheduled meetings are February 23-24, March 5-6, and March 19-20. The UFL has asked for back-to-back meetings to minimize costs and to facilitate bargaining. Before and between such meetings, proposals will be exchanged by mail.
5. THE QUALITY OF AGREEMENTS REACHED WILL DEFINITELY BE INFLUENCED BY THE NUMBER OF LIBRARIANS IN THE UFL.

WE NEED YOUR POLITICAL SUPPORT: SHOW IT BY JOINING THE UFL, EVEN IF YOU CANNOT PLAY AN ACTIVE ROLE.

WE NEED YOUR FINANCIAL SUPPORT: HELP BY SIGNING UP FOR DUES DEDUCTION, OR INDIVIDUAL QUARTERLY BILLING BY THE UFL.

THERE IS NO "MAGIC" AT THE BARGAINING TABLE. WITHOUT STRONG SUPPORT WE CANNOT ACHIEVE A GOOD CONTRACT. WE NEED YOUR HELP, NOW.

/s/ University Federation of Librarians
Bargaining Team, 2-14-84

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